

Federal Women's Program (FWP) Overview

Purpose: ensure equal opportunity in the hiring, advancement, training, and treatment of women

Goal: strive to achieve a civilian work force in which qualified women are represented in every major organizational element, occupational category, and grade commensurate with their representation in the relevant civilian work force



Federal Women's Program Manager (FWPM)



Federal Women's Program Manager should understand the causes and effects of racial discrimination; have good managerial and organizational skills; be familiar with the principles of personnel management; and be able to identify and work to resolve problems that affect the hiring, advancement, training, treatment, and recognition of women employees within the work force

Overview of FWPM Duties

Develop and evaluate policies and procedures for the Federal Women's Program; identify and resolve actual and perceived system inequities which adversely affect women

Provide leadership, advice, and guidance to managers, supervisors, and employees

Serve as an advocate to management for the changes necessary to overcome barriers which restrict equal employment opportunities

Analyze statistical data for women to include data for various grade groupings, PATCOB categories, and organizational data

Overview of FWPM Duties (Cont'd)

Coordinate with civilian personnel to identify vacant positions or promotional/training opportunities for which women may want to apply

Provide career information and counseling to women

Work with government and non- government organizations to provide opportunities for career enhancement of women

Represent the commander at local and national meetings and conferences that may be beneficial to the Army

Women's History Month

Women's observance programs started in the 1960s when President Kennedy established the commission on the status of women. The commission resulted in the Office of Personnel Management's Federal Women's Program to address employment problems dealing with women.

Celebrating women's accomplishments dates back to March 8, 1911, the first International Women's Day. The day was celebrated in Europe and Asia with parades and demonstrations to honor women. In 1981, Congress passed a joint resolution proclaiming March as Women's History Month which is seen as a time for celebrating the wide range of women's contributions and achievements.

FY 04 Theme: “Women—Inspiring Hope and Possibility”

Women's Equality Day

In 1971, the U.S. Congress designated August 26th as Women's Equality Day

The date was selected to commemorate the 1920 passage of the 19th Amendment to the Constitution granting women the right to vote. The date also calls attention to women's continuing efforts toward full equality



Related Conference

**35th Annual FEW
Conference: Jul 04,
Nashville, TN**

**Web Site:
[http://www.few.
org](http://www.few.org)**

Federally Employed Women, Inc.

**Strives to eliminate sex discrimination in the federal
government**

Enhances opportunities for career advancement of women

**Establishes and maintains with federal agencies working
relationships that advocate the fair application of EEO and
personnel laws, policies, procedures, and practices**

**Improves the quality of life for women by influencing
Congressional and Administration actions**

**Works continually to achieve a unified and diverse
membership that values and capitalizes on similarities and
differences at all levels of the organization**

You Can Help!

**Contact your local EEO Office
to become a member of the
Special Emphasis Program
Committee which addresses
concerns of all employees**

